



# UCJCI UPDATE

A WEEKLY NEWSLETTER OF THE UNITED CHURCH IN JAMAICA AND THE CAYMAN ISLANDS

THE UNITED CHURCH  
IN JAMAICA AND THE  
CAYMAN ISLANDS

*Congregational  
Disciples of Christ  
Presbyterian*

12 Carlton Crescent,  
Kingston 10

**Tel: 926-8734**

**E-mail: [synod@ucjci.com](mailto:synod@ucjci.com)**

**Website: [www.ucjci.com](http://www.ucjci.com)**

**OUR VISION: "Touching  
Lives, Nurturing Disci-  
ples, Seeking Transfor-  
mation through Christ"**

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## PRAY FOR:

- **Rev. Bevis Byfield** who is in hospital
- **Pastors Roger and Michelle Stewart** and **Rev. Nicole Ashwood**, as they grieve the loss of their son and nephew, **Nyle Stewart**
- **Rev. Ranford Hewitt** who is not well
- **Rev. Rohan Kong** whose mother, **Ms. Audrey Smith**, has passed on.

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**Wednesday, October 17, 2018**

## Gender Issues Explored at WCC Conference

From October 1-6, 2018, the World Council of Churches (WCC) commemorated twenty (20) years since the Ecumenical Decade in Solidarity with Women, also within the context of the Council's 70th anniversary. The Consultation was held in Kingston, Jamaica, and had as one area of focus, a reflection on the achievements and challenges in building a just community of women and men.

Testimonies were heard of churches who have excelled in increasing the participation of women in leadership positions. Young people from schools across Kingston also joined the gathering, giving their core cry for an end to violence—in any form.

They expressed their desire for the home environment and wider society to demonstrate more compassionate care toward children, so that they can grow into compassionate caring adults.

One of the speakers and interviewees at the Global Consultation was Mrs. Linnette Vassell, a member of Webster Memorial United Church, and a woman who has been associated with the struggle for

women's rights in the Caribbean since the 1970s. She was the first Coordinator of the Committee of Women for Progress, an activist organization formed in 1976, which was among the pioneering organizations for the struggle for maternity leave with pay for women.

Mrs. Vassell spotlighted the



**Mrs. Linnette Vassell, Founder of  
the Women's Resource and Out-  
reach Centre (WROC)**

issue of poverty being higher among women and young girls in the Caribbean context. When asked about the unique elements that church and faith-based groups can contribute to bringing change to society and making an impact, Mrs. Vassell opined that, while we have outreach programmes, we can do more in terms of engaging

with the community. We do Advocacy, have discussions, and try to impact policy, but we can do so more effectively. As far as Advocacy for transformation is concerned, addressing gender issues and poverty can be done more forcefully.

Mrs. Vassell also reinforced that when we consider the multiple roles of contemporary women, particularly young women, the reality of making wise choices for ourselves and in planning to have children, must be embraced. She posits that we have to be sensible in building partnerships, and recognize that childcare is personal, but also social.

The WCC explains that the landscape remains promising, with evidence of the presence of so many strong, engaged youth, and a tireless resolve in the re-commitment of women in particular, who have been fighting these issues for decades. This, with the openness and fresh bursts of impatient fire from the younger women, who view things from a somewhat different vantage point.

Indeed, the gathered community re-committed to move from talk to action, and the implementation of strategic programmes to guide the process.

## CELEBRATIONS!



**70:**

**Rev. Walter Russell**

**October 21**

**Rev. Norbert Stephens**

**Rev. Donald Burke**

**Rev. Herbert Redway**

**October 22**

**Rev. Dr. Richmond Nelson**

**October 23**

We celebrate Rev. Dr. Margaret Fowler, Minister of Hope United Church, who, this month, marks 30 years since she has been in Jamaica as a Mission Partner from the Church of Scotland. *Thank you, Rev. Dr. Fowler!*

NERMC UCYPF

# TUCKER CUP

**NOV 3-DEC 8**  
**8AM-4:30PM**

**FOOTBALL - NETBALL - MUCH MORE**

REGISTRATION: 4000 (PER TEAM), LATE REGISTRATION: 800, AFFILIATION: 500

## UCJCI FAMILY AD CORNER

Men's Fellowship Sunday will be observed on October 21, 2018 under the theme: "Men Living Lives of Christian Witness and Service." A special offering will be collected in aid of the Boys' Brigades' 125th Anniversary Camp to be held in July 2019, and to the work of the Central Executive of the Men's Fellowship for their developmental programmes.

**HOPE UNITED CHURCH**  
*Under the Distinguished Patronage of  
The Most Honourable Professor Sir Kenneth Hall  
and Lady Hall  
Presents*  
**AN EVENING OF  
EXCELLENT MUSIC**  
Featuring  
*The Jamaica Constabulary Force Choir*  
**Sunday November 11, 2018 at 5 p.m.**  
Hope United Church Hall - 221 Old Hope Road, Kingston 6  
**Adults: \$1,500 Children under 12: \$500**

**Meadowbrook United Church**  
*has a vacancy for*  
**A Part Time Accounting Personnel (for a minimum of 3 days weekly)**  
The scope of the job is to maintain automated accounting records, prepare accounting reports and payroll, and assist with other administrative functions. Applicants should preferably be formally trained in business-related subjects, have work experience with QuickBooks Accounting System, Microsoft Word and Excel Packages.  
**Apply to: The Administrator  
Meadowbrook United Church  
2 Flemington Drive  
Kingston 19**

**winner**

**Mt. Olivet Boys' Home** has been chosen as the winner of the Tastee Cheese Share a Smile Competition for the **Best Children's Home in the county of Middlesex!**  
This competition was a philanthropic initiative by Dairy Industries (Jamaica) Limited, launched to provide assistance to three (3) charities, one from each county, aimed at ensuring the welfare of children.  
The initiative was a part of a social media campaign that invited the public to nominate a charity in their community that needed assistance.

Send comments and news about your congregation to: [ucjciupdate@gmail.com](mailto:ucjciupdate@gmail.com)



## LEADERSHIP CORNER

### Finding Balance as an Incomplete Leader

We have come to expect a lot of our leaders. Top leaders are expected to have the intellectual capacity to make sense of unfathomably complex issues, the imaginative powers to paint a vision of the future that generates everyone's enthusiasm, the operational know-how to translate strategy into concrete plans, and the interpersonal skills to foster commitment to undertakings. Unfortunately, it has proven very hard for many persons to live up to those standards.

*Is the complete leader a myth?* The flawless person at the top who's got it all figured out. In today's world, the manager's role is no longer command and control, but to cultivate and coordinate the actions of others. Only when leaders come to see themselves as incomplete—as having both strengths and weaknesses—will they be able to make up for their missing skills by relying on others.

The myth of the complete leader and the attendant fear of appearing incompetent, makes many leaders try to stay on top of everything, exhausting themselves and damaging their organizations in the process. The incomplete leader, by contrast, knows when to let go: when to let the team run with its ideas.

Incomplete leaders differ from incompetent leaders in that they understand what they're good at and what they're not, and have good judgment about how they can work with others to build on their strengths and offset their limitations. Sometimes, leaders need to further develop the capabilities they are weakest in. At other times, it's more important for leaders to find and work with others to compensate for their weaknesses. The key is for the leader and team to find ways to balance their skill sets.

Teams and organizations can use this framework of capabilities to diagnose their strengths and weaknesses, and find ways to balance their skill sets:

**SENSE-MAKING:** This means making sense of the world around us. Leaders are constantly trying to understand the contexts they are operating in. How will new

technologies re-shape ministry, business, or family life? How will changing cultural expectations shift the role of the Church, business, and family in society?

The key for leaders is to determine what would be a useful direction given their particular goals, and then draw a map, explained in simple terms, that adequately represents the situation the organization is facing at the moment. This helps ensure that everyone is working from the same map, which makes it far easier to discuss and plan for the journey ahead. Leaders need to have the courage to present a map that highlights features they believe to be critical, even if their map doesn't conform to the dominant perspective.

**RELATING:** Many leaders who attempt to foster trust, optimism, and consensus often reap anger, cynicism, and conflict instead. That's because they have difficulty relating to others, especially those who don't make sense of the world the way they do.

In this era of networks, being able to build trusting relationships is a requirement of effective leadership. This requires listening with the intention of genuinely understanding the thoughts and feelings of the speaker. It means Advocating – explaining one's own point of view. It's how leaders make clear to others how they reached their interpretations and conclusions. Good leaders distinguish their observations from their opinions and judgments, and explain their reasoning without aggression or defensiveness. They actively try to understand others' views but are able to stand up for their own. Sense-making and relating help set conditions that motivate and sustain change.

**VISIONING:** This produces the focus and energy needed to make change happen. It involves creating compelling images of the future. While sense-making charts a map of what is, visioning produces a map of what could be. It consists of far more than pinning a vision statement to a wall.

Fundamentally, visioning gives people a sense of meaning in their work. Leaders who are skilled in this capability are able to get people excited about their view of the future while inviting others to help crystallize that image. They use stories and metaphors to paint a vivid picture of what the vision will accomplish, even if they don't have a comprehensive plan for getting there. They know that if the vision is credible and compelling enough, others will generate ideas to advance it.

**INVENTING:** To transform a vision of the future into a present-day reality, leaders need to devise processes that will give it life. To realize a new vision, people usually can't keep doing the same things they've been doing. They need to conceive, design, and put into practice new ways of interacting and organizing. Inventing doesn't have to occur on a grand scale. It happens every time a person creates a way of approaching a task or figures out how to overcome a previously insurmountable obstacle.

We can cultivate Inventiveness by experimenting with different ways of organizing work. When working to understand your current environment, ask yourself, *"What other options are possible?"*

Once recognizing these four (4) capabilities, it's important to examine the whole organization to make sure it is appropriately balanced. Once leaders diagnose their own capabilities, identifying their unique sets of strengths and weaknesses, they must search for others who can provide the things they are missing. It's the leader's responsibility to create an environment that lets people complement one another's strengths and offset one another's weaknesses. In this way, leadership is distributed across multiple people throughout the organization.

Source: *"In Praise of the Incomplete Leader"* by Deborah Ancona, Thomas W. Malone, Wanda J. Orlikowski, and Peter M. Senge

